

6Yf`]b`i bX`6fUbXYbVi f[.
6Yj 0`_Yfi b[gVcca `&\$&(`hfc hn
F 0W_[Ub[°

6fUbXYbVi f[`j YfnY]W`bYh`&\$&(`Ni n0[Yž`XcW`@UbX_fY]g
C XYf!GdfYY`nY][h`Y]bYb`6]bbYbk UbXYfi b[gj Yf`i gh`5_hi Y`Y
GhUh]gh]_Yb`i bX`9bhk]W`i b[Yb"



C XYf!GdfYYž`8Yi hgW`UbX`!`8]Y`U_hi Y`Y`K UbXYfi b[gghUh]gh]_nY][hž`XUgg`6Yf`]b`i bX`6fUbXYbVi f[`ja `j Yf[Ub[YbYb`&Y]bYb VYUW`h]W`Yb`6Yj 0`_Yfi b[gni k UW`g`j YfnY]W`bYb`_cbbhYb`Gc _Ua Yb`bUW`5b[UVYb`XYf`6cf_YbYf`NY]hi b[`ja `&Y]f`&\$&(a Y`f`A YbgW`Yb`]b`X]Y`VY]XYb`6i bXYg`ÀbXYf`U`g`XUj cb`nc[Yb" GdYn]Y`Z0f`6Yf`]b`Yf[]Vh]g]W`Y]b`K UbXYfi b[g[Yk]bb`j cb`0VYf &+`\$\$\$`A YbgW`Yb`ž`XYf`g]W`Ui ggW`]Y» `]W`Ui g`XYf`Ni k UbXYfi b[Ui g`XYa `5i g`UbX`gdY]gh"

6fUbXYbVi f[`_Ubb`YVYbZU`g`a]h`Y]bYa `dcg]h] Yb`9f[YVb]g
Ui Zk UfhYb`A Y`f`U`g`&`\$\$\$`A YbgW`Yb`gi W`hYb`ja `&Y]f`&\$&(`Y]f

]\f;`ØWžk cVY]gck c\`Ni nØ[Y`Ui g`XYa`5i g`UbX`U`g`Ui W`Ui g
XYf`<Ui dhghUXhigY`VghifY[]ghf]Yfh`k i fXYb``J Yf[`Y]W`h`a Ub`X]Y
NU\`Yb`a]h`XYa`J cf`U\`fž`nY][`h]g]W`Y`XcW`Y]b`[Yk]ggYf
F ØW_[Ub`[]b`XYf`K UbXYfi b[gXmbUa]_`Gc`\UhhY`6fUbXYbVi f[`]a
»\f`&\$&`bcW`Y]bYb`Ni k UW`g`j cb`&- "+, *`DYfgcbYb
j YfnY]W`bYhž`k À\`fYbX`Yg`&\$&(`bi f`bcW`&`*`&-`k UfYb"

8]Y`6Yf`]bYf`6Yn]f_Y`]a` : c_i g

8 Ug`6]X`]b`6Yf`]b`g]Y\`h`À\`b`]W`Ui g.`K À\`fYbX`&\$&`bcW` `&`+`*)
A YbgW`Yb`bYi`]b`X]Y`GhUXh`_Ua`Ybž`gUb`_X]YgY`NU\``]a`»\f`&\$&(
Ui Z`&+`"%\$+`" `»hYfYggUbh]ghž`XUgg`bYi`b`j`cb`nk`Ò`Z`6Yf`]bYf
6Yn]f_Y`b`Y]bYb`Ni ni [`j`YfnY]W`bYb`_`cbbhYb``6YgcbXYfg`\`cW`k`Uf
X]Y`6Y`]YVh\Y]hj`cb`F`Y]b]W`_YbXcfZž`k`c`%`*`&`(`bYi`Y`6Yk`c\`bYf
[YnÀ\`h`k`i`fXYb``»a`]hYb`X]YgYf`K`UW`ghi`a`gfY[]cbYb`ZUbXYb`g]W`
Y`XcW`Ui`W`6Yn]f_Y`a`]h`bY[Uh]`Ya`K`UbXYfi`b[ggU`Xcž`k`]Y`A`]hYž
: f]YXf]W`g\U]b!`?fYi`nVYf[`i`bX`BYi`_Ò`bž`k`c`X]Y`VYghY\YbXYb
9]bk`c\`bYf`Y\Yf`]b`X]Y`Ài`»YfYb`GhUXhhY]Y`UVk`UbXYfhYb"

8 Yf`Ni ni [`Yb`hk`]W`_Y`hY`g]W`]b`6Yf`]b`fYW`h`i`bhYfgW`]YX`]W`"
F`Y]b]W`_YbXcfZ`i`bX`A`]hY`k`UfYb`X]Y`_`UfYb`J`c`ffY]hYfž`[`Y`Zc`[`h]`cb
UbXYfYb`6Yn]f_Yb``: Ø`f`XUg`6Yf`]bYf`I`a`UbX`]gh`X]Y`@U[`Y`À\`b`]W`
YfZfYi`]W`ž`k`c`ZUgh`U`Y`?fY]gY`Ni [`Yk`]bbY`j`YfVi`W`Yb`_`cbbhYb`"
9]bn][`Y`5i`gbU`a`Y`V`]XYh`XYf`@UbX`_fY]g`C`XYf!GdfYYž`XYf`a`]h
Y]bYa`6]bbYbk`UbXYfi`b[`gj`Yf`i`gh`j`cb`(`"+`-`)`DYfgcbYb`ni
_Aa`dZYb`\UH"

6fUbXYbVi f[g`5gm`VYk YfVYf`i bX`Ni nØ[Y

: Ø`f`6fUbXYbVi f[`gh]W`h`ni`XYa`X]Y`nYbhfU`Y`5i`ZbU`a`YghY``Y`ZØf
5gm`VYk`YfVYf`]b`9]gYb`\ØhhYbghUXh`Yfj`cfž`X]Y`Y]bYb`HY`]`XYg
K`UbXYfi`b[`g[`YgW`Y\Ybg`a`]hdfÀ[`h`5i`g`DchgXUa`Y`fYUi`g
\]b[`Y[`Yb`[`UV`Yg`Y]bYb`_`Y]bYb`F`ØW_[`Ub[`ž`XU```+`*`DYfgcbYb`]b
UbXYfY`6fUbXYbVi f[`Yf`@UbX`_fY]gY`UVk`UbXYfhYb"

8]Y`K`UbXYfi`b[`gghUh]gh]_Yb`g]bX`XUVY]`_Y]bY`BYi`\Y]h`6YfY]hg`gY]h
&\$%\$`k`]fX`XUg`K`UbXYfi`b[`ggU`Xc`fY[`Y`a`À»][`YfZUggh`i`bX
U`_hi`U`]g]Yfhž`k`]Y`Ui`g`GhUh]ghU`\Yfj`cf[`Y\`h`6]g`ni`a`»\f`&\$&(`

k YfXYb`X]Y`Ni nØ[Y`i bX` : cfhnØ[Y` [YbUi`Xc_i a Ybh]Yfhž`i bX
 VYgcbXYfg`_fY]gk Y]gY` : `i _hi Uh]cbYb`g]bX`]a a Yf`k]YXYf`j cb
 ðhYfYggY"5V`&\$&) `k]fX`XUg`GhUh]gh]gWXY`6i bXYgUa h`X]Y`7Y`!`?Ym
 A Yh\cXY`ni f` ; Y\Y]a \U`hi b[`j cb`8UhYb`UbK YbXYbž`Y]bY
]bbcj Uh]j Y`HYW b]_ž`X]Y`Y]W hYb`J YfAbXYfi b[Yb`VY] : U`nU\`Yb
 Ybhgd]W`h"

K]f_]W`gdUbbYbX`V`Y]Vh`ni`VYcVUW`hYbž`k]Y`g]W`X]Y
 K UbXYfi b[gVYk Y[i b[Yb`]b`6Yf`]b`i bX`6fUbXYbVi f[`Yb`k]W_Y`b
 k YfXYb"8]Y` [fc» Yb`Gh`XhY`\UVYb`bUW`k]Y`j cf`Y]bYb`\c`Yb
 FY]nž`i bX`Yg`gWXY]bhž`U`g`cV`X]Y`6Yj Ò`_Yfi b[`]b`i fVUbYb`NYbhFYb
 <cW`]a `?`i fg`ghY`h`K Ybb`X]Y`HfYbXg`k Y]hYf`Ub\U`hYbž`_ÒbbhYb
 gck c`\`6Yf`]b`U`g`Ui W`6fUbXYbVi f[`Y]bY`gY`f`XmbUa]gWXY
 9bhk]W_`i b[`Xi fW`Ui ZYb` `k cj cb`X]Y` [YgUa hY`FY[]cb`dfcZ]h]YFYb
 _ÒbbhYž`k]Y`Ui W`X]Y`GhUh]gh]_VY` \ ÒfXY`XYf`FY[]cb`UbXYi hYh"

8YhU]`g	
Cfh	CXYf!GdfYYž8Yi hgW`UbX
EiY`Yb	<ul style="list-style-type: none"> • k k k "Vcf`_YbYfnY]hi b["XY • XY"ghUh]ghU"W`a • k k k "XYghUh]g"XY

6Ygi W`Yb`G]Y`i bg`Ui Z.`b!U["bYh